

NATIONAL ASSOCIATION FOR COURT MANAGEMENT

Midyear Conference

January 29-31, 2006

The Broadmoor, Colorado Springs, Colorado

The Court Executive Leadership Team

EDUCATIONAL PROGRAM AND SOCIAL EVENTS

SATURDAY, JANUARY 28

9:00 am – 5:00 pm

NACM Board of Directors Meeting

Location: Rocky Mountain A

SUNDAY, JANUARY 29

1:00 – 6:00 pm

Registration

Location: Will Rogers Room

5:00 – 5:30 pm

Conference Host Meeting

Location: West Ballroom D

6:00 – 8:00 pm

Welcome and Opening Reception

Presenters: *Chelle Uecker*, NACM President,
Orange County California Superior Court
Gilbert Martinez, Chief Judge, Colorado Springs
Location: Dining Room/Crystal

MONDAY, JANUARY 30

7:30 am – 5:00 pm

Registration

Location: Will Rogers Room

8:30 – 9:00 am

Opening Welcome, Remarks and Introductions

Location: Rocky Mountain Ballroom A&B

Presenters: *Chelle Uecker*, NACM President,
Orange County Superior Court, Santa Ana, CA;
Skip Chesshire NACM President Elect, Cobb
Superior Court, Marietta, GA; and *The Honorable
Mary Mullarkey*, Supreme Court of Colorado

9:00 – 10:00 am

**Keynote Address: "What Should We Be Leading
Others To Do"**

Location: Rocky Mountain Ballroom A&B

*Barbara Jordan once said "What the people want is an
America as good as its promise." That is what the
people want of their courts. The times we live in are
difficult for courts but put in historical perspective courts
have always been the brunt of attacks by critics who
may not always have been fair. The challenge for all of
us and particularly for the leaders of NACM is to build
upon our strengths. Day in and day out large numbers
of people come to our courts and are well served. To
increase our ability to meet the challenges of the
interesting times we live in courts need to become better
at what we are best at. Fostering a sense that courts
are places where people are treated with respect, truly
being committed to fairness, and insuring that when
people leave our courts that they understand why the
decision that judges made is more important today than
at other times in our history. In order to accomplish that,
we need to be willing to engage in some critical self
analysis. We need to talk about trust in our courts. We
need to be willing to improve the trust between judges
and the trust between judges and professional staff. We
need to insure that the courts we all work in are
enjoyable and fun places to spend our professional
lives.*

Presenter: *Kevin Burke*, Hennepin County District
Court, Minneapolis, MN

Host: *Skip Chesshire*, NACM President Elect, Cobb
Superior Court, Marietta, GA

10:00 – 10:15 am

Coffee and Beverages

Location: Rocky Mountain Foyer

10:15 – 11:45 am

Round I: Three Concurrent Showcase Workshops on the “What” of Court Executive Leadership Teams – Choose from the following:

- **“Will You Take A Walk With Me: The Journey From Profession to Vocation”** (repeats at 2:00 pm)

Location: West Ballroom A&B

Court administration has matured as a profession and so have many of those who have labored in this field these last decades. Judges, administrators and consultants, as maturing court professionals, can embrace the possibility of personal evolution, set aside the comfort of familiar identity, and begin a journey into the unknown part of self. This journey can transform the traveler and lead to an awakening of purpose and calling. It is a journey we walk both together and alone.

Presenter: *Noreen Sharp*, Maricopa County Trial Courts, Phoenix, AZ

Host: *Chris Crawford*, Eureka, CA

- **“Achieving Vision and Purpose Driven Courts”** (repeats at 2:00 pm)

Location: West Ballroom C&D

Dr. Martin and session participants will review the characteristics of vision and purpose driven courts by: (1) examining the meaning and techniques of visioning in the court and justice system; (2) describing the challenges to achieving vision and purpose driven courts in the justice arena today; and (3) identifying what is needed to lead the courts and justice system to achieve purpose driven courts. The session will include examination of the potential functions of court leaders, as well as, court executives. The functions examined will include: (1) establishing vision and long-term strategic direction for the justice system as well as the court; (2) developing long-term system capacity to provide services; (3) establishing and monitoring inter-agency, system infrastructure for supporting services; (4) assuring that effective inter-agency work processes are established and maintained; (5) monitoring system performance; and (6) working cooperatively to establish a strong fiscal foundation for on-going service delivery.

Presenter: *John Martin*, Planning, Policy and Management Consulting, Boulder, CO

Host: *Denise Gordon*, Sonoma County Superior Court, Santa Rosa, CA

- **“Improved Court Services for Poor People”**

(repeats at 2:00 pm)

Location: West Exhibit Hall

What does it mean to be poor in America? Income, educational opportunities, and life experiences shape our communication and relationship styles and can create misunderstandings. Through sharing my journey out of “generational poverty,” my doctoral studies on poverty and diverse cultures, and five years of working in an impoverished neighborhood, I frame the discussion of how our class/diverse cultural experiences “program” us with values and expectations that shape our abilities to relate and communicate effectively across social-class barriers. The concepts of how communication shapes expectations and creates our cultural views, expectations, perception, identification, and motivation are addressed. This session will increase understanding of the context of poverty and how we have come to our current views about poverty in America. Additionally, this session explores myths and realities of poverty, enhancing participants’ understanding of the effects of poverty on court experiences.

Presenter: *Donna Beegle*, Communication Across Barriers, Inc., Tigard, OR

Host: *Sally Cannady*, Black Hawk Municipal Court, Black Hawk, CO

11:45 am – 7:00 pm

Vendor Show

Lunch from 11:45 am – 1:30 pm

Location: Rocky Mountain Ballroom C&D

2:00 – 3:30 pm

Round II – Four Concurrent Showcase Workshops on the “What” of Court Executive Leadership Teams – Choose from the following:

- **“Trial Court Governance”** (repeats on Tuesday at 10:15 am)

Location: Academy/Carnation

A strong court executive leadership team involves clear governance roles, mutually supportive relationships (internally and externally), effective communications approaches, and a collective sense of responsibility and accountability for the court. This session will explore strategies and practical techniques for improving the courts performance on these dimensions so that we are doing the right things more effectively.

Presenter: *Alan Carlson*, President, Justice Management Institute

Host: *Kevin Bowling*, 20th Judicial Circuit Court, Grand Haven, MI

- **“Will You Take A Walk With Me: The Journey From Profession to Vocation”** (repeat of 10:15 am)
Location: West Ballroom A&B
Presenter: *Noreen Sharp*
Host: *Claire Walker*, 20th Judicial District, Boulder, CO
- **“Achieving Vision and Purpose Driven Courts”** (repeat of 10:15 am)
Location: West Ballroom C&D
Presenter: *John Martin*
Host: *Sandra Trujillo*, Golden Municipal Court, Golden, CO
- **“Improved Court Services for Poor People ”** (repeat of 10:15 am)
Location: West Exhibit Hall
Presenter: *Donna Beegle*
Host: *Paul Indelicato*, 11th Judicial Circuit, Miami, FL

5:30 – 7:00 pm

Vendor Show and Reception

Location: Rocky Mountain Ballroom C&D

Dinner on your own

TUESDAY, JANUARY 31

8:00 am - 5:00 pm

Registration

Location: Will Rogers Room

8:30 – 9:45 am

Opening and Introduction

Location: Rocky Mountain Ballroom A&B
Presenter: *Skip Chesshire*, NACM President Elect, Cobb Superior Court, Marietta, Georgia

Keynote Address: “Building and Maintaining Effective Court Executive Leadership Teams”

Location: Rocky Mountain Ballroom A&B
The concept of leadership teams, involving the court executive and chief judge, is not a social nicety; it is a functional necessity. In order for the court, as a complex organization, to function effectively and efficiently in the administration of justice, the interdependence between these two leadership roles must be understood and leveraged. The issue is not parity, but partnership; the focus is not on equality, but on the quality of leadership produced through this critical and synergistic relationship. The intent of this presentation is to define the ingredients of a successful partnership and the leadership model that will create and sustain it.

Presenter: *Dale Lefever*, Management Consultant, Ann Arbor, MI

Host: *Skip Chesshire*, NACM President Elect, Cobb County Superior Court, Marietta, GA

9:45 – 10:00 am

Coffee and Beverages

Location: Rocky Mountain Foyer

10:00 – 11:30 am

Round I: Five Concurrent Workshops on the “How” of Court Executive Leadership Teams – Choose from the following:

- **“Experienced Court Managers Speak: Planning and Managing Leadership Judge Transitions”** (repeats at 1:15 pm)

Location: Louis Stratta Room

This interactive panel will address judicial leadership succession planning, working with new presiding judges, strategies to ensure continuity in court policies and programs, and practical tips on team management in the court setting.

Presenters: *Marcus Reinkensmeyer*, Maricopa County Superior Court, Phoenix, AZ; *K. Kent Batty*, Pima County Superior Court, Tucson, AZ; *Yolande Williams*, Municipal Court of Seattle, WA; *Robert Zastany*, 19th Judicial Circuit, Waukegan, IL

Host: *Susan Laniewski*, BULL Services, Rockport, MA

- **“What Leadership Judges Expect of Court Managers”** (repeats at 1:15 pm)

Location: Cheyenne/Bailey

Based on his experience as a judge, a member of multiple court executive leadership teams, a long time judicial branch judicial educator at the local, state and national level and in his current position as the President of the National Judicial College William Dressel shares the expectations that leadership judges have of their court managers. What are primary core competencies that must be mastered to meet judicial expectations?

Presenter: *William Dressel*, President, The National Judicial College

Host: *Claire Walker*, 20th Judicial District, Boulder, CO

- **“Trial Court Governance”** (repeat of Tuesday 10:15 am)

Location: Academy/Carnation

Presenter: *Alan Carlson*

Host: *Peggy Gentles*, Lancaster County Court, Lincoln, NE

- **“What To Do If the Leadership Judge or the Court Manager Has Retired in Place”** (repeats at 1:15 pm)

Location: West Exhibit Hall

Unfortunately more than one leadership judge and court manager has retired in place. What are the signs that this has occurred? What must and can be done to fill the void?

Presenter: *John Greacen*, Greacen Associates, Regina, NM

Host: *Suzanne Stinson*, 26th Judicial District Court, Benton, LA

- **“NCSC Initiative: Improving Trial Court Leadership”** (repeats at 1:15 pm)

Location: Champions Room

The National Center for State Courts (NCSC) has undertaken an initiative to strengthen the court executive team. The court executive and presiding judge (known by a variety of titles throughout the state courts) are responsible to lead and manage together. At the direction of the participants in a national forum held in 2005 on this theme, the NCSC has undertaken to develop two practical work products for this purpose: 1) a guide to outlining the duties and responsibilities of the presiding judge, “Key Elements of an Effective Rule of Court on the Role of the Presiding Judge (currently in draft form), and 2) a curriculum on the leadership role of the presiding judge (currently under development). At this session, participants will learn about both of these efforts and contribute their views to help shape the final products.

Presenter: *Richard Schauffler*, Director, Research Services, *Chantal Bromage*, Research Services, and *Dale Kasparek*, Institute for Court Management, National Center for State Courts, Williamsburg, VA

Host: *Lawrence Myers*, Joplin Municipal Court, Joplin, MO

11:30 am – 1:15 pm

Lunch

Location: West Ballroom and Foyer

1:15 pm – 2:45 pm

Round II: Five Concurrent Workshops on the “How” of Court Executive Leadership Teams – Choose from the following:

- **“Follow Up Workshop: Court Executive Leadership Teams: Practical Tips”**

Location: Academy/Carnation

Chief Judges and court executives have been socialized to promote equally important, but equally different values (e.g., autonomy-integration). In order to bring these two cultures together, and manage the interdependencies involved, the chief judge and court executive officer first need to understand these differences and then focus on how to leverage them in support of effective court administration. The intent of this workshop will be to define and apply these

leadership principles in the context of the court and then define the respective leadership roles of the chief judge and court executive in achieving them.

Presenter: *Dale Lefever*, Management Consultant, Ann Arbor, MI

Host: *Lawrence Myers*, Joplin Municipal Court, Joplin, MO

- **“Experienced Court Managers Speak: Planning and Managing Leadership Judge Transitions”** (repeat of 10:00 am)

Location: Louis Stratta Room

Presenters: *Marcus Reinkensmeyer*, *K. Kent Batty*, *Yolande Williams*, *Robert Zastany*

Host: *Susan Laniewski*, BULL Services, Billerica, MA

- **“What Leadership Judges Expect of Court Managers”** (repeat of 10:00 am)

Location: Cheyenne/Bailey

Presenter: *William Dressel*

Host: *Kevin Bowling*, 20th Judicial Circuit Court, Grand Haven, MI

- **“What To Do If the Leadership Judge or the Court Manager Has Retired in Place”** (repeat of 10:00 am)

Location: West Exhibit Hall

Presenter: *John Greacen*

Host: *Katherine Blea*, 4th Judicial District, Colorado Springs, CO

- **“NCSC Initiative: Improving Trial Court Leadership”** (repeat of 10:00 am)

Location: Champions Room

Presenter: *Richard Schauffler*, *Chantal Bromage*, *Dale Kasparek*,

Host: *Amy Waddle*, 20th Judicial District, Boulder, CO

2:45 – 3:15 pm

Coffee and Beverages

Location: West Exhibit Hall

3:15 pm – 3:45 pm

Conference Closing: “2006 NACM Annual and 2007 NACM Midyear and Annual and NACM Mission and Vision”

Location: Rocky Mountain Ballroom A&B

Presenters: *Chelle Uecker*, NACM President; *Skip Chesshire*, NACM President Elect

5:30 – 9:30 pm

Closing Dinner at the Cheyenne Mountain Lodge

The buses will load in front of the West Building beginning at 5:30 pm. The first bus will leave at 5:45 pm and run throughout the evening between the Lodge and the Broadmoor. The Lodge is located 5 miles from the hotel is a 10 minute ride.

NACM Hospitality Suite

**Location: Gaylord Suite
West Tower, 6th Floor**

NON-SMOKING

Sunday, January 29	8:00 pm – 11:30 pm
Monday, January 30	8:00 pm – 11:30 pm
Tuesday, January 31	9:30 pm – midnight

ASSOCIATION SERVICES OFFICE

**Location: Registration Desk/Will Rogers
Room**

*(The Association Services Office will serve as the
message center for the conference)*

Sunday, January 29	11:00 am – 6:00 pm
Monday, January 30	7:00 am – 5:00 pm
Tuesday, January 31	8:00 am – 5:00 pm

**ASSOCIATION MANAGEMENT
c/o National Center for State Courts
300 Newport Avenue
Williamsburg, VA 23185
(757) 259-1841 FAX (757) 259-1520**

Linda D. Perkins
Association Manager

Sandra Knife
Administrative Assistant

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The National Association for Court Management gratefully acknowledges the following for their support and contributions to this conference:

Conference Tote Bags and Lanyards	
Educational Program – Keynote Speakers	
Cheyenne Mountain Closing Social	Wellstar Health Care System
Sunday Night Hospitality Suite	
Monday Night Hospitality Suite	
Tuesday Night Hospitality Suite	
Monday Refreshment Breaks	

